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While that may sound like a bureaucratic nightmare, it's probably even worse. Imagine the qualifying businesses having to prove that their roughly 80 million combined employees are paid according to their performance reviews and tasks. If everyone were working in factories and producing identical widgets, it wouldn't be so hard. But that's not what most businesses are like these days. Think about the work produced at think tanks, law firms or even hospitals. How do employers report their employees' divergence in creativity, entrepreneurial risk-taking or managerial talents? Every wage gap will become a liability that, in the worst-case scenario, could be remedied by employing fewer women or scaling back on flexibility so that every job looks as similar as possible.

Finally, imagine the cost in terms of additional employees that would be required on the employer side just to comply with the certification requirement. The Equal Employment Opportunity Commission, which Harris would task with the certification, would have to add several hundred bureaucrats to its approved staff of some 2,300 employees if it wants to certify everyone in a timely fashion. Labor attorneys would probably come out ahead with new litigation resulting from the disagreements between the commission and businesses.

Yes, candidates on the campaign trail often come up with bad and outrageous ideas. Yet, in the Hall of Fame of poor policy proposals, this one may quickly rise to the top.

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